

MILTON BUSINESS GUIDE Issued 2014

The first thing to know about Milton: we've got **GRIT**. That's right, G-R-I-T,

... the stuff leaders are made of. Grit is the "dig deep" you find in upand-coming champions. It's about having the courage, optimism and
passion to make a plan, and then taking that first step: going for the
goal. Grit takes hardiness, follow-through, resilience, and zeal: a need
to achieve. If you've got grit, you're in good company in this town.
Milton is a community on the move. We aim for the high quality of life
that a vibrant economy offers, and we're giving entrepreneurs,
business managers and investors a reason to check out Milton. It's time
to learn why Milton is a profitable place to do business.

TOWN OF MILTON BUSINESS GUIDE

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WELCOME TO MILTON

This guide is designed to help investors, owners, managers and entrepreneurs decide if Milton is right for their business.

If you are considering starting, relocating or expanding a business, you should be aware of the distinct competitive advantages Milton offers to grow your bottom line.

In the following pages you'll find an overview of Milton's business climate as well as an introduction to the high quality of life and services that are steadily attracting new residents to the area.

Now is the right time to consider Milton. We are a community on the move and well-positioned for growth. Small and large companies are discovering that Milton is a profitable place to do business.

We invite you to contact our Planning & Economic Development Office to learn more about the permitting process and the diverse resources available to you.

On behalf of the Selectboard

Town Manager Planning Director

Brian M. Palaia Katherine Sonnick

TOWN & REGIONAL HIGHLIGHTS

Located on the eastern shore of Lake Champlain at the foothills of the Green Mountains, Milton is a growing and accessible community only 14 miles north of Burlington. Milton is within Chittenden County -- the cultural and economic center of Vermont. Tourists and talented workers are drawn to the region for the high quality of life, vibrant communities and world-class, four-season recreation.

Chittenden County hosts a quarter of the state's population and private businesses, and -- with 10,000 residents -- Milton is the eighth largest community in Vermont. Milton's household income and educational attainment exceed national norms, and the region is comparably young.

Milton is not one of those sleepy, picture-perfect New England towns you see on a Vermont postcard. We're a community on the move. We've got grit, and we're ready to get the job done. Our competitive and stable tax structure makes the town a good place to do business, and with a professional Town government and smooth permitting process, Milton is a well-run community.

The town's economic growth is guided by an updated Comprehensive Plan and Zoning Regulations that have resulted in affordable commercial, retail, industrial and mixed-use land served by water and wastewater, a commuter bus line and access to two Interstate 89 interchanges. Additionally, Milton's local leadership has made a strong commitment to economic development and quality of life.

Investors, business managers and entrepreneurs are finding that Milton is a profitable place to do business.



QUICK FACTS

Location	Chittenden County, Vermont
Chartered	June 8, 1763
Form of Government	Selectboard-Town Manager
Town Population	10,352 ¹
County Population	156,545 ¹
Households	3,889 ¹
Housing Units	4,147 ¹ (83% Owner Occupied)
Commercial Establishments	1,081 ¹
Land Area	51.5 square miles ² (133 square kilometers)
Water Area	9.4 square miles ² (24 square kilometers)
Population Density	201 people per square mile (78 per square kilometer)
Zip Code	05468

¹ US Census American FactFinder, 2010 Demographic Profile

² Vermont Department of Libraries

KEY DEMOGRAPHICS

POPULATION

Milton: 10,352³

Chittenden County: 156,545⁵

Vermont: 625,741⁵



Milton is growing and so is our region. Chittenden County accounted for 60 percent of the state's population growth between 2000 and 2010,⁴ and the Vermont Agency of Commerce and Community Development forecasts a population increase between 4.7 and 9.7 percent in Chittenden County over the next 20 years.⁵ This growth trend is forecasted to continue, and communities on the county's edge, including Milton, are expected to see the highest rates of growth.



MEDIAN AGE

Chittenden County: 36.2³

Vermont: 41.5³

Young workers are attracted to our region. Chittenden County's share of 20-34 year-olds is 29 percent higher compared to the rest of Vermont. ⁴

Milton's median household income exceeds that of Vermont

Attainment exceeds the national, state

MEDIAN HOUSEHOLD INCOME

Milton: \$69,466⁶

Chittenden County: \$62,260⁶

Vermont: \$53,422⁶

and Chittenden County.

EDUCATIONAL ATTAINMENT: Percentage High School Graduate or Higher

Milton 95.1% ⁷	Milton's Educational
Chittenden County 93.9% ⁷	and county rates.
Vermont 91 3% ⁷	

EDUCATIONAL ATTAINMENT: Percentage Bachelors Degree or Higher

Milton 10.5% ⁷	Milton's rate is ahead of the state and national average.
Vermont: 10.1% ⁷	
USA: 9.3% ⁷	

³ US Census American FactFinder, 2010 Demographic Profile

⁴ Final Draft: Chittenden County Vermont Economic Base Analysis: An ECOS Analysis Report of CCRPC Jan. 2012

⁵ 2013 Vermont Economic-Demographic Profile, Department of Labor

⁶ US Census American FactFinder, 2007-2011 American Community Survey 5-Year Estimates

⁷ US Census American FactFinder, 2008-2012 American Community Survey 5-year Estimates

REGIONAL WORKFORCE



Employers are drawn to the region for the excellent workforce quality and resilient, stable economy. Talented people are attracted to the region for the high quality of life, vibrant communities, and outstanding four-season recreation.

HIGH PARTICIPATION	Chittenden County provides approximately one-third of the state's jobs, and its labor force has a high participation rate among many skills categories particularly technical skills.8
EXCELLENT QUALITY	Our regional employers report excellent workforce quality, highlighting a good work ethic, productivity, low turnover and low absenteeism. ⁸
LOW UNEMPLOYMENT	With consistently low unemployment, Vermont has had the second fastest employment growth among New England states over the past six decades. ⁹
ENTREPRENEURIAL	The Kauffman Annual Report ranked Vermont as the second most entrepreneurial state, and Vermont remains among the top 10 in entrepreneurial growth. 10
HEALTHY	Healthy employees are better employees, and Vermont was named the healthiest state in 2013, keeping Vermont in the top five for the sixth year in a row. 11
RESILIENT	Throughout the great recession and recovery, Vermont has remained well below the national unemployment rate and is currently ranked as having the fourth lowest unemployment in the nation. ¹²

"Husky chose Milton because the quality of life in this part of the state allows us to attract and retain key talent to ensure we remain an industry leader."

Geoff Glaspie, Plant Manager, Husky Injection Molding Systems

⁸ Chittenden County Competitive Assessment: An ECOS Analysis Report CCRPC Jan. 2012

⁹ U.S. Bureau of Labor Statistics

¹⁰ Kauffman 2013 Annual Report

¹¹ United Health Foundation's 2012 Annual Report on America's Health Rankings

¹² 2013 Vermont Economic-Demographic Profile, Dept. of Labor

MILTON BUSINESS & INDUSTRY PROFILE

6,206 of Milton's residents are in the labor force, and Milton businesses employ approximately 3,359 workers – roughly half of which are represented among the Top 25

Private Sectors below.¹³

MEAN WAGES 2011

Milton : \$41,414 ¹⁴	Milton's mean wages are consistent with the national average.
Vermont : \$40,284 ¹⁴	

TOP PRIVATE EMPLOYERS IN MILTON 15

COMPANY	Primary Sector Industry Code (SIC) Description	
Husky Injection Molding Systems	Plastics-Mold-Manufacturers	
Green Mountain Knitting	Knitted Fabrics (Manufacturers)	
Dowlings Inc.	Grocers-Wholesale	
Mountain Transit Inc.	Bus Lines	
Hannaford Supermarket	Grocers-Retail	
Premier Coach Co. Inc.	Buses-Charter & Rental	
Tri-Angle Metal Fab	Metal Fabricators	
Villanti & Sons Printer Inc.	Printers (Manufacturers)	
Terry Hill Inc.	Transportation Freight	
AirBoss Defense	Defense Contractors	
Milton Family Practice	Physicians	
Camp Pre-Cast Concrete Prods	Concrete Products (Wholesale)	
Gardener's Supply	Internet & Catalog Shopping	
R.R. Charlebois	Wrecking Services/Trucking/Retail	
Royal Design & Construction	Building Contractors	
Advanced Machine & Tool Co. Inc.	. Machine Shops (Manufacturers)	
Cyr Lumber	Lumber-Manufacturers	
New England Deliveries Inc.	Delivery Service	

Roughly 1,719 workers are employed by Milton's top 20 employers.

Median employment among the top 20 is 42.5 employees per firm.



OTHER TOP EMPLOYMENT SECTORS 15

Restaurants	Child Care Services	Pharmacies
Electric Transmission/Distribution Equipment	Automobile Repairing & Service	Physical Therapists
Hardware-Retail	Lot Maintenance & Marking	

Gardener's Supply's warehousing facility in Milton processes orders from its popular catalog for speedy shipment worldwide.

¹³ US Census American FactFinder, 2008-2012 American Community Survey 5-year Estimates

¹⁴2013 Vermont Economic-Demographic Profile, Department of Labor

¹⁵ InfoUSA Businesses 2013 via Chittenden County Regional Planning Commission

TRANSPORTATION

Milton is accessible to several major markets, including Boston, New York City and Montreal



PRIMARY ROADS

Milton is bisected by toll-free Interstate I-89 and US Route 7. Exits 17 & 18 are located on US Route 7 just north and south of the town line. In 2012, US 7 had *Annual Average Daily Traffic* section counts up to 13,300 (CCRPC).

COMMUTER BUS

The Chittenden County Transportation Authority (CCTA) runs a commuter bus line from downtown Burlington to Milton. CCTA offers safe, convenient and accessible transportation alternatives to bring workers and consumers to your doorstep.

BORDER CROSSINGS

The nearest of several Canadian border crossings is located 28 miles from Milton on I-89.

AIRPORTS

Milton is only 17 miles from the Burlington Airport (BTV); 34 miles from the Plattsburgh, N.Y. Airport (PBG), and 90 miles from the Montreal, Quebec Airport (YUL). The Burlington Airport has direct flights to 10 major American airports, as well as Toronto, Canada.

PASSENGER TRAIN

Milton is accessible to three AMTRAK stations and two lines, *The Vermonter* (which runs from D.C. to St. Albans) and *The Adirondack* (which runs from NYC to Montreal). *The Vermonter* passes through Milton with stops in St. Albans and Essex Jct., only 13 miles from our Town center, and *The Adirondack* stops in Plattsburgh, N.Y., just 27 miles from Milton.

FREIGHT TRAIN

New England Central Railroad & Clarendon & Pittsford Railroad serve regional freight needs.

SEAPORT

The Port of Montreal allows for easy shipment of product and is located within an hour and a half of Milton.









Transportation infrastructure maps can be found in our online Comprehensive Plan

UTILITIES



ENERGY SAVING

We know that energy costs impact every business.

That's why we recommend talking to an expert at Efficiency Vermont to learn more about actions you can take to save money.

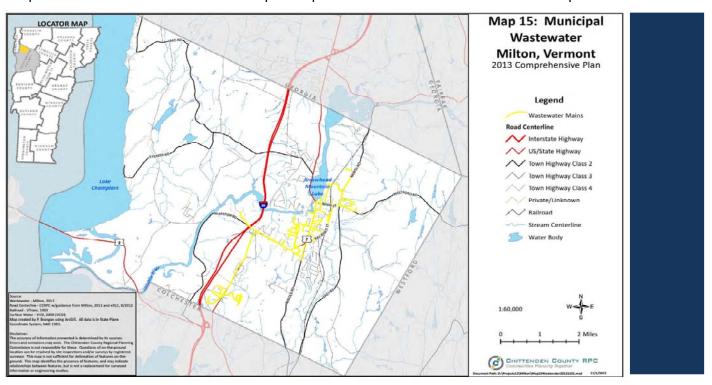


The individual utilities can provide pricing information for your needs.

ELECTRIC	Green Mountain Power	
WATER	Champlain Water District	
WASTEWATER	Town of Milton (1 MILLION GALLONS PER DAY CAPACITY)	
SOLID WASTE	Private contractors & Chittenden County Solid Waste District	
NATURAL GAS	Vermont Gas	
TELECOMMUNICATIONS	The county is served by multiple telecommunications providers including	
	FairPoint, Comcast, Vermont Telephone Company (VTel), Burlington	
	Telecom and others. This is a robust network that is making significant	
	investments in telecommunications upgrades.	

SERVICE AREA MAPS

Maps like the one below are available upon request or can be found online in the Comprehensive Plan.



QUALITY OF LIFE

If you ask residents what attracts and keeps them in Milton, you'll hear it over and over: "The quality of life." Milton offers a balanced fit that can be tough to access in neighboring communities.

Residents value the diverse housing options, proximity to Burlington, quality of schools and nearby colleges and universities. Plus, yearround activities and outstanding four-season recreation make it easy to get out and stay active in Milton.



HOUSING



- **✓** VILLAGE
- ✓ SUBURBAN
- ✓ COUNTRY
- **✓** WATERFRONT
- **✓** PARK

Whether you enjoy village, suburban or country life, we offer a diverse selection of affordable and upscale homes in picturesque settings throughout our community.

Our safe, affordable housing makes our neighborhoods perfect for every stage of life. Many residents say they chose Milton because of its housing value.

Located at the foothills of the Green Mountains on six miles of Lake Champlain shoreline, Milton's beautiful waterfront properties are also ideal for a second or retirement home.

EDUCATION

Education in Northwest Vermont prepares students for the workforce. Our college and universities offer employers a great source for recruitment and training.

MILTON TOWN SCHOOL DISTRICT

Milton Town School District educates approximately 1,700 children from kindergarten through 12th grade. Our quality schools build a strong community and successful people by preparing students for higher education and the workforce. Milton's schools offer diverse extracurricular activities to help students excel outside of the classroom, and our nutritious school lunches are nationally recognized.

TECHNICAL SECONDARY EDUCATION

Technical education is available to Milton students through Essex Center of Technology or Burlington Technical Center.

COLLEGES AND UNIVERSITIES

Milton is within commuting distance of several colleges and universities, including the University of Vermont, Champlain College, St. Michael's College, Burlington College, Community College of Vermont, Johnson State College and Albany College of Pharmacy and Health Sciences.

PATHWAYS TO COLLEGE

Vermont Student Assistance Corporation (VSAC)¹⁶ is a public nonprofit agency whose mission is to help Vermonters who want to go to college or receive other training after high school. VSAC provides grants, loans, scholarships, career and education planning.

PUBLIC SAFETY

POLICE ✓ FIRE ✓ RESCUE 24 hours a day • 365 days a year

Milton provides 24-hour police, fire and rescue coverage 365 days a year and has mutual aid agreements with neighboring towns for shared coverage. Our police department is full-service, while our fire and rescue departments are primarily staffed by dedicated and well-trained volunteers. Vermont is consistently ranked among the top 5 safest states due to its low crime rate.









1.0

¹⁶ vsac.org

MEDICAL

High quality medical care is always nearby. Milton is close to two major hospitals and only two hours from Dartmouth-Hitchcock. We also have a local medical center and several small practitioners.

NEARBY HOSPITALS

- Fletcher Allen
- Northwestern Medical Center
- Dartmouth-Hitchcock



CULTURE & RECREATION

MILTON PUBLIC LIBRARY

The Milton Public Library offers cutting edge library services, making it one of the finest municipal libraries in Vermont. Residents are proud of this impressive community resource serving roughly 150 people each day of operation. Milton Library allows visitors of all ages to read, imagine and grow. Learn more at www.miltonlibraryvt.org.

RECREATION

In cooperation with strong civic organizations, Milton offers year-round recreation programs and events for all ages and interests. The Town publishes a seasonal recreation program guide in January, April and August.

PARKS, TRAILS & FACILITIES

The Town also has diverse recreational spaces for organized sports, hiking, biking, walking, swimming, snowshoeing, paddling and fishing. We encourage you to visit our outstanding recreational sites.

- Bombardier Park
- Eagle Mountain Natural Area
- The Town Forest
- Lamoille River Walk

- River Street Park
- Sand Bar State Park
- Sandbar Wildlife Management Area
- 5 Fishing access areas











TOWN GOVERNMENT

Milton operates under a Selectboard-Manager form of municipal government. The Town has 10 departments with 50 full-time employees and more than 100 volunteers dedicated to providing outstanding public and community service.

The Municipal Building is located at 43 Bombardier Rd. and is open Monday through Friday from 8 a.m. to 5 p.m. The following offices are located at the municipal complex:

- Assessor/Lister
- Clerk/Treasurer
- Finance
- Fire/Rescue
- Library
- Planning & Economic Development
- Police
- Public Works
- Recreation



E-MAIL

You can reach most employees by e-mail. The address is the first initial followed by the last name. For John Doe, this would be: jdoe@town.milton.vt.us.

WEBSITE

www.miltonvt.org

FACEBOOK

The Town uses social media to allow residents to stay connected with the Town's work and public service announcements.

Consider following us on Facebook at www.facebook.com/miltonvermont.

CONTACTS

Town Manager	Brian Palaia	893-6655
Animal Control		893-2424
Assessor		893-4325
Buildings, Grounds & Highway	Dustin Keelty	893-6030
Clerk/Treasurer	John Cushing	893-4111
Assistant Clerk/Treasurer	Paulette LaFond	893-4111
Finance	Joanne Davis	893-6033
Fire (Non-Emergency)	Don Turner	891-8080
Fire Emergency		911
Health Officer	Amanda Pitts	893-1186
Human Resources	Erik Wells	893-6655
Library	Kathleen Dulac	893-4644
Medical Emergency		911
Planning & Economic Dev.	Katherine Sonnick	893-1186
Police (Non-Emergency)	Brett Van Noordt	893-6171
Emergency Dispatch		893-2424
Police Emergency		911
Public Works	Roger Hunt	893-6030
Recreation	Kym Duchesneau	893-4922
Rescue	Don Turner	891-8090
Water & Wastewater	Nate Lavallee	893-6030
Zoning Administrator	Katherine Sonnick	893-1186

LOCAL TAXES

There is no municipal income, sales, machinery, equipment or inventory taxes in Milton. Zero!

PROPERTY TAXES

In 2013, Milton had a combined town and school property tax rate of 1.8194. This equates to roughly \$1,819.4 per \$100,000 of valuation. During the past five years, Milton's combined town and school tax rate has increased by approximately 5 percent, averaging only 1 percent per year. Milton's competitive and stable tax structure makes the town a business-friendly setting.

Chittenden County Tax Rates by Municipality



EDUCATION TAXES

Education funding is a hybrid state/local funding system governed by Act 60 and 68. Property tax is the foundation of most education financing in the state. For the purposes of education funding, all real property is classified as either homestead or nonresidential. Generally, homesteads result in a lower tax rate. A statewide education tax is imposed on these two classes of property at different rates. The homestead education tax rate in each municipality depends upon the local per pupil spending. Both the homestead and nonresidential education tax rates are adjusted by the local common level of appraisal of the property.

TAX STABILIZATION

24 V.S.A. § 2741 allows municipalities to contract for tax stabilization. Although the Town does not have a policy on its application, it has only been deployed on large-scale development leading to significant high-wage employment.

STATE TAXES

SALES

The general sales tax rate of 6 percent is imposed on the buyer on the purchase price of tangible personal property, amusement charges, fabrication charges and some public utility charges. There are 46 exemptions from the tax which include medical items, food, manufacturing machinery, equipment and fuel, residential fuel and electricity, clothing and shoes.

INCOME

Individual Income Tax varies by status and income: www.state.vt.us/tax/individual.shtml
Business Entity Income Tax
www.state.vt.us/tax/majorvttaxesbusinessentity.shtml
Vermont Corporate Income Tax
www.state.vt.us/tax/majorvttaxescorporate.shtml

SITE SELECTION & LOCAL PERMITTING

The Planning and Economic Development Department is here to help guide you through the planning and permitting process. Just ask!



The Planning Department reviews, issues and enforces a variety of permits. Permitting ensures a uniform minimum standard, protecting you, your investment and the community. Many permits have a fee based upon the type and extent of work, which defray the cost of providing review and inspection services.

The Town's staff knows that navigating land use regulations can be complex. Successful outcomes depend on solid communication and a transparent process. We strive to explain how and why the Town conducts its work, so you can know what to expect.

If you need assistance, or have any comments, questions or suggestions, please contact the Planning and Economic Development Department at 893-1186.

In order to help you locate some potential sites, the Department of Planning and Economic Development needs to know two things:

- 1. The kind of business you're interested in opening, and
- 2. What kind of site you're seeking.

From here, we'll be able to walk you through potential sites and explain the development review and permitting process.

The Milton Planning & Economic Development website offers the following useful resources:

- ☐ Comprehensive Plan
- ☐ Zoning & Subdivision Regulations
- ☐ Permit Forms & Fees Schedules
- ☐ Frequently Asked Questions
- □ Interactive Planning Map

www.miltonvt.org/departments/planning.html

STATE PERMITTING

A state permit specialist can prepare a Project Review Sheet (PRS) as a road map to other state permits you may need. Knowing about the permits that are required before you begin your project can prevent costly delays, saving you time and money.

Milton is located within Vermont Environmental District 4. The district office has permit specialists available to give you advice about state permits required for your project and help you find the online resources to help you obtain your permit.

VERMONT ENVIRONMENTAL DISTRICT

4111 West St.

Essex Junction, VT 05452

REAL ESTATE & ZONING

Milton is also one of the few communities in Chittenden County offering industrial build-out potential and wastewater capacity.

Milton's Comprehensive Plan and Zoning Regulations have resulted in affordable commercial, retail and industrial land along US Route 7 and near Interstate 89, including three development zones whose enhanced infrastructure has been funded by Tax Increment Financing.

The Town's Planning and Economic Development office can, upon request, help you identify sites in Milton's downtown, commercial, industrial zones and mixed-use zones.

Possible uses include:

Automotive Sales & Repair

Bakery/Deli

Bed & Breakfast

Child & Adult Care

Commercial Nurseries

Convention Center

Distributing

Elderly Housing

Equipment Sales

Financial Establishments

Funeral Establishment

Laundromats & Dry Cleaning

Lumberyards

Manufacturing

Medical Clinics

Motels

Offices

Personal Services

Planned Unit Developments

Private/Public Facilities

Recreation

Research & Development Labs

Restaurants

Retail

Salvage Yards

Theatres

Transportation Facilities

Traveler Services

Trucking

Warehousing

BUSINESS DEVELOPMENT RESOURCES & FUNDING

LOCAL

Milton Economic Development Commission

Milton's EDC works to implement strategies to improve Milton's economic climate and can offer a good point of contact if you would like to learn more about the community. For more information, contact the Planning and Economic Development Department at 893-1186.

STATE

VT Economic Development Authority www.veda.org

VT Community Development

accd.vermont.gov/strong communities/opportunities/funding/vcdp

VT Community Loan Fund www.investinvermont.org

VT Economic Progress Council accd.vermont.gov/business/start/vegi/vepc_board

Vermont Employment Growth Incentive Program <u>accd.vermont.gov/business/start/vegi</u>

Agency of Commerce & Community Development accd.vermont.gov

Department of Tourism & Marketing www.vermont.com/businesses/vermont-dept-of-tourism

State of Vermont Business Portal www.vermont.gov/portal/business

REGIONAL

Greater Burlington Industrial Corporation (GBIC) www.gbicvt.org

GBIC Program Guide to Economic Development Providers, Programs and Services in Vermont www.gbicvt.org/reports-and-publications/economic-development

Lake Champlain Regional Chamber of Commerce www.vermont.org

The Champlain Initiative www.champlaininitiative.com

BUSINESS DEVELOPMENT RESOURCES & FUNDING

INSTITUTIONAL

Finance & Capital

Community Capital of Vermont www.communitycapitalvt.org

Entrepreneurship

Vermont Center for Emerging Technologies (VCET) www.vermonttechnologies.com

Small Business

Vermont Small Business Development Center vsbdc.org www.vtsbdc.org

Underrepresented

Vermont Women's Business Center vwbc.org

Green

Vermont Sustainable Jobs Fund www.vsjf.org

Large Enterprise

Vermont Manufacturing Extension Center www.vmec.org

ACKNOWLEDGEMENT

With the valuable insights of Milton's Economic Development Commission, Chaired by Brian Palaia, Town Manager, Planning Director, Katherine Sonnick, and the feedback of the Greater Burlington Industrial Corporation Vice-President, Curt Carter, this guide was compiled by Town Planner, Jacob Hemmerick and refined by Ann Janda, Management Fellow for the Town of Milton.